



BUSINESS, CONSUMER SERVICES, AND HOUSING AGENCY • GOVERNOR EDMUND G. BROWN JR.

**Board of Vocational Nursing and Psychiatric Technicians**  
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DATE: May 4, 2018

TO: Board Members

FROM: Faye Silverman, R.N., M.S.N./Ed., W.O.C.N., P.H.N.  
Nursing Education Consultant

SUBJECT: North-West College, Pomona, Vocational Nursing Program -  
Reconsideration of Provisional approval; Request to Admit Students; and  
Request for Approval of Major Revision to Curriculum (Director: Adnan  
Almouazzen Pomona, San Bernardino County, Private)

### **STAFF SUMMARY AND RECOMMENDATION(S):**

North-West, Pomona was placed on provisional approval for a two-year period from May 13, 2016, through May 2018. That action was taken due to the program's noncompliance with regulatory requirements relative to program pass rates on the NCLEX-PN® licensure examination.

The North-West College, Pomona, Vocational Nursing Program Requests Board approval:

1. to admit one full-time class of **30** students on **August 6, 2018**, with a projected graduation date of September 12, 2019; **and**
2. approval of a major curriculum revision.

### **RECOMMEND:**

1. **Approve the North-West College, Pomona, Vocational Nursing Program for full approval for four years, and**
2. **Approve the program's request for the major curriculum revision, and**
3. **Approve the request to admit one full-time class of 30 students on June 25, 2018.**

### **History of Prior Board Actions**

(See Attachment A, History of Prior Board Actions)

### **Enrollment**

The program must request each class admission.

The following table represents **current and proposed** student enrollment based on class starts and completions. The table indicates **a maximum enrollment of 76 students** for the period **June 2017 through August 2018**.

ENROLLMENT DATA				
CLASS DATES		# Students Admitted	# Students Current or Completed	Total Enrollment
Start	Completed			
6/19/17 [Class # 23] (*10/19/18)		16	16	16
1/22/18 [Class # 24] (*6/14/19)		30	30	16 + 30 = 46
8/6/18 [Class # 25] (*9/12/19) <b>(Proposed)</b>		30		46 + 30 = 76

\*Indicates projected graduation date

**Licensing Examination Statistics**

The following statistics, furnished by Pearson VUE and published by the National Council of State Boards of Nursing as “Jurisdictional Summary of All First-Time Candidates Educated in Member Board Jurisdiction” for the period April 2016 to March 2018, specify the pass percentage rates for graduates of the North-West College, Pomona, Vocational Nursing Program on the National Council Licensure Examination for Practical/Vocational Nurses (NCLEX-PN®).

NCLEX-PN® Licensure Examination Data			
Annual Statistics*			
Quarter	Program Average Annual Pass Rate	State Average Annual Pass Rate [CCR §2530(I)]	Variance From State Average Annual Pass Rate
April – June 2016	41%	74%	-33
July – September 2016	48%	75%	-27
October – December 2016	56%	74%	-18
January – March 2017	63%	73%	-10
April – June 2017	69%	74%	-5
July – September 2017	76%	71%	+5
October – December 2017	79%	71%	+8
January – March 2018	79%	73%	+6

\*The Annual Pass Rate changes every quarter. It is calculated by dividing the number of candidates who passed during the current and previous three quarters by the number of candidates who tested during the same period. If no data is available for the relevant period, the statistic is carried over from the last quarter for which data is available.

California Code of Regulations section 2530(I) states:

“The program shall maintain a yearly average minimum pass rate on the licensure examination that does not fall below 10 percentage points of the state average pass rate for first time candidates of approved vocational nursing schools for the same period.”

This data substantiates the program’s **compliance** for the last **five consecutive** quarters (January 2017 through March 2018).

Based on the most recent data available (January – March 2018) the program’s average annual pass rate is **79%**. The California average annual pass rate for graduates from approved vocational nursing programs who took the NCLEX-PN® for the first time during the same period is **73%**. The pass rate for the North-West College, Pomona, Vocational Nursing Program is **six** percentage points **above** the state average annual pass rate.

### **Faculty and Facilities**

Section 2534(d) of the Vocational Nursing Rules and Regulations states:

"For supervision of clinical experience, there shall be a maximum of 15 students for each instructor."

Based on the Board’s decision of January 23, 2017, the program is required to provide no less than one (1) instructor for every ten (10) students in clinical experiences.

The total number of Board - approved faculty is 18 including the program director and assistant director. The director has 100% administrative duties. This program has two instructors who teach theory only. This program has one teacher assistant. Of the total faculty, 14 instructors are designated to teach in the clinical area.

Based on a maximum enrollment of 76 students, eight instructors are needed. Therefore, the number of current faculty is **adequate** for the current and proposed enrollment.

Section 2534 (b) of the Vocational Nursing Rules and Regulations states:

“Schools shall have clinical facilities adequate as to number, type, and variety of patients treated, to provide clinical experience for all students in the areas specified by Section 2533. There must be available for student assignment, an adequate daily census of patients to afford a variety of clinical experiences consistent with competency-based objectives and theory being taught.”

The program has clinical facilities that are **adequate** as to type and variety of patients treated to enable current and proposed students to meet clinical objectives, in accordance with Section 2534 (b) of the Vocational Nursing Rules and Regulations. This has been verified by the consultant.

### **Revised Curriculum:**

The program completed major revisions to the curriculum during the period December 2017 – January 2018. The new curriculum offers a total of **1531** hours, including **577** theory hours and **954** clinical hours.

The updated curriculum includes the following changes, as described by the director:

Term 1:

- **Anatomy & Physiology:** Increased from 48 hours to 96 hours. This enables progression of understanding from normal anatomy and physiology to pathophysiology and correlated signs and symptoms manifested, to the associated nursing care and medical treatment.
- **Nutrition:** Increased 20 hours since nutrition is an essential component of health.
- **Growth and Development:** Increased 18 hours to enable inclusion of sensory, mental, and social milestones, and ways to promote development at different ages versus just physical milestones. More content regarding the psychosocial and physiological changes associated with aging.
- **Nursing Process:** Increase to spend more time teaching this foundational nursing concept.
- **Gerontological Nursing:** Increased content to include topics such as Healthy People 2020-specific to older adults, multicultural geriatric care, and aging and safety.

Term 2:

- **Pharmacology:** Increase to enable inclusion of geriatric concerns and the National Patient Safety Goals re: Using Medicines Safely. Previously there were no lab hours assigned to pharmacology.
- **Medical Surgical Nursing:** Decreased hours by streamlining content to focus on more nursing care of common illnesses and patient problems versus memorizing signs and symptoms and medical treatments.

Term 3:

- **Psychology:** Moved from fourth term to third term to provide students the ability to care for patients' psychosocial problems earlier in the program.

Term 4:

- **Culturally Congruent Care:** Included more information regarding culturally relevant care to meet the changing health needs of the population in the United States.
- **Maternity and Pediatric Nursing:** Decrease the hours in these areas and streamline the information given.

The submitted curriculum supports the program's approved philosophy and conceptual framework. According to the instructional plan submitted, the program's clinical and skills

lab instruction correlates to the theory being taught in the classroom. The submitted instructional plan includes program objectives for theory and clinical that are obtainable and measurable.

The following table demonstrates the proposed change in curriculum hours:

CONTENT	OLD THEORY HOURS	OLD CLINICAL HOURS	NEW THEORY HOURS	NEW CLINICAL HOURS
Anatomy & Physiology	36		96	
Nutrition	(4)		24	
Psychology	24		28	
Growth & Development	(12)		24	
Nursing Fundamentals	80	300	60	152
Nursing Process	(3)		(3)	
Communication	(10)		(8)	
Communication - Patients with Psychological Disorders	(2)		(4)	
Patient Education	(1)		(1)	
Pharmacology	24 + (30)		28(30)	
Medical/Surgical Nursing	360	764	257	682
Communicable Disease	(9)		(6)	
Gerontological Nursing	(15)		(12)	
Rehabilitation Nursing	(2)		(1)	
Maternity Nursing	24	48	20	40
Pediatric Nursing	24	48	20	40
Leadership & Supervision	(20)		20	40
Ethics & Unethical Conduct	(3)		(4)	
Critical Thinking	8		(6)	
Culturally Congruent Care	(3)		(6)	
End-of-Life Care	(6)		(6)	
<b>Total Hours</b>	<b>580</b>	<b>1160</b>	<b>577</b>	<b>954</b>
<b>Total Hours</b>	<b>1740</b>			<b>1531</b>

**Other Considerations**

On May 13, 2016, the Board placed the program on provisional approval through May 31, 2018. At that time, the program's average annual pass rate was **41%**. It is noted that the program's average annual pass rate currently is 38 percentage points **above** that when initially placed on provisional approval

Given that the program is implementing a brand-new curriculum it is recommended to keep the clinical groups at a 10 to 1 ratio. Fewer students for each clinical instructor allows each student to have more focused instruction and enhanced learning.

**Recommendations:**

1. Grant full approval of the North-West College Pomona Vocational Nursing Program for the four-year period from May 18, 2018, through May 17, 2022, and issue a certificate accordingly.
2. Approve the North-West College Pomona Vocational Nursing Program's curriculum revisions to include **1531** total program hours, including **577** theory hours and **954** clinical hours.
3. Approve the admission of one **full – time class** of **30** students to commence on **August 6, 2018**, with a projected graduation date of **September 12, 2019, only**.
4. Continue to require the program to obtain Board approval prior to the admission of each class.
5. Continue to require the program to provide no less than one instructor for every ten students in clinical experiences.
6. Continue to require the program, when requesting approval to admit students, to:
  - a. Submit all documentation in final form, using the forms provided by the Board, no later than two months prior to the requested start date for the class.
  - b. Provide documentation that adequate resources, i.e. faculty and facilities, are available to support each admitted class of students.

**Rationale:** An improvement plan was implemented by the program in late 2016. The program has made incremental progress to improve the annual pass rate for graduates who took the NCLEX-PN® Licensure Examination for the first time.

The program has provided documentation of adequate resources, including clinical facilities, to support current and proposed students in accomplishing program objectives in a manner consistent with regulations. This supports the recommendation to approve their request to admit students.

The program's curriculum change is in compliance with sections 2532 (Curriculum Hours) and 2533 (Curriculum Content) of the Vocational

Nursing Rules and Regulations. The revision is educationally sound, consistent with regulatory requirements, and the program has demonstrated the resources to support the students utilizing this curriculum.

Given the foregoing, approval of the program's request for full approval and admission of one class is supported.

Board staff will continue to monitor closely the program's effectiveness by tracking class admissions, the program's follow-up reports, the effectiveness of employed interventions, and the program's licensure examination pass rates each quarter.

Attachment A: History of Prior Board Actions

## Agenda Item #21.C.4., Attachment A

### NORTHWEST COLLEGE, POMONA VOCATIONAL NURSING PROGRAM

#### History of Prior Board Actions

- On September 9, 2005, the Executive Officer approved North-West College, Pomona's request to begin a vocational nursing program with an initial class of 30 students on October 31, 2005, with a projected graduation date of December 1, 2006. The Board approved the program curriculum for 1624 hours, including 664 theory, and 960 clinical hours.
- On October 1, 2005, the director notified the Board that admission of the class had been delayed until January 17, 2006, due to lack of enrollment and faculty recruitment.
- On March 22-23, 2007, the program was inspected to determine compliance with Article 5 of the Vocational Nursing Rules and Regulations. One (1) violation was identified and corrected.
- On April 12, 2007, the Executive Officer approved initial full accreditation for North-West College, Pomona, Vocational Nursing Program for the period from April 12, 2007, through April 11, 2011, and issued a certificate accordingly. The Executive Officer also approved the North-West College, Pomona, Vocational Nursing Program's request to admit a full - time class of 30 students to start on May 7, 2007, only, to **replace** students graduating on April 29, 2008.
- On March 4, 2008, the Executive Officer approved the North-West College, Pomona, Vocational Nursing Program's request to admit 35 students into a full - time class on April 15, 2008, only, with a projected graduation of June 28, 2009, thereby increasing frequency of admissions and increasing the class size from 30 to 35 students.
- **On May 14, 2008 a new program director was approved.**
- On June 11, 2008, the director notified the Board of a delayed start of the April 15, 2008, class to May 27, 2008, with a projected completion date of September 17, 2009, due to a delay in financial aid processing for the students.
- On August 13, 2008, the Executive Officer approved the North-West College, Pomona, Vocational Nursing Program's admission of 35 students into a full-time class on September 9, 2008 with a projected graduation of December 12, 2009, to **replace** students graduating on August 10, 2008; and, denied the program's request for ongoing admissions at this time, pending continuing review of annual pass rate statistics.

- On November 16, 2010, the Board received the program's request for continued accreditation including the Program Records Survey.
- On May 6, 2011, a notice of **violation** was sent to the program related to **unapproved admission of classes**. A plan to prevent future occurrences is to be submitted by May 20, 2011.
- On May 9, 2011, the Board received requested documents.
- On May 13, 2011, the Executive Officer approved full accreditation for North-West College, Pomona, Vocational Nursing Program for the four (4) year period from April 12, 2011 through April 11, 2015, and directed staff to issue a certificate accordingly; and, approved the program's request to admit a class of 35 students on June 6, 2011 and scheduled to graduate September 7, 2012, only to **replace** students who graduated in April 2011; and, required the program to **come before the full Board for further admission of unapproved classes**; and, required the program to obtain Board approval prior to the admission of each class.
- On November 3, 2011, the Executive Officer approved North-West College, Pomona, Vocational Nursing Program's request to admit a class of 35 students on November 28, 2011, only, with a projected graduation on March 30, 2013; approved the program's request to admit a class of 35 students on May 7, 2012, only, to **replace** a class scheduled to graduate on April 30, 2012. The anticipated graduation date is June 28, 2013; denied the program's request to admit 35 students to commence on September 24, 2012, graduating November 29, 2013, to **replace** students scheduled to graduate on September 7, 2012; and required the program to submit a written plan identifying how they will increase the number of graduates (past, current and future) to take the NCLEX-PN® after graduation.
- On August 15, 2012, the Executive Officer approved the following recommendations:
  - a. Approve North-West College, Pomona, Vocational Nursing Program's request to admit a class of 40 students on October 1, 2012, to **replace** a class scheduled to graduate in September 2012. The projected graduation for this class will be on January 29, 2014.
  - b. Approve North-West College, Pomona, Vocational Nursing Program's request to admit a class of 40 students on April 29, 2013, to **replace** a class scheduled to graduate in March 2013. The anticipated graduation date is July 31, 2014.
  - c. Approve North-West College, Pomona, Vocational Nursing Program's request to admit a class of 40 students on September 30, 2013, to **replace** students scheduled to graduate in September 2013. This class would graduate December 20, 2014.
  - d. Deny North-West College, Pomona, Vocational Nursing Program's request for ongoing admissions of three classes of 40 students each year.
  - e. Continue the program's requirement to obtain Board approval prior to the admission of each class

- On June 13, 2013, the Executive Officer approved North-West College, Pomona, Vocational Nursing Program's request to admit a class of 40 students on July 29, 2013, only. The projected graduation for this class will be on October 3, 2014; **and**, approved the program's request for ongoing admissions of three classes of 40 students each year with the following stipulations:
  - a. No additional classes are added to the program's pattern of admissions without prior Board approval. The program's pattern of admissions will include admission of a class of 40 students in February, July and October of each year, only.
  - b. The director documents that adequate resources, i.e. faculty and facilities, are available to support each admitted class of students.
  - c. The program maintains an average annual pass rate that is compliant with Section 2530 (I) of the Code.
  
- **On August 25, 2014 the Board approved a new director.**
  
- On May 13, 2016, the Board placed the North West College Pomona, Vocational Nursing Program on provisional approval for the two-year period from May 13, 2016, through May 2018, and issued a notice to the program to identify specific area of non-compliance and requirements for correction as referenced in Section 2526.1 of the California Code of Regulations; **and** required the program to bring its average annual pass rate to no more than ten (10) percentage points below the State average annual pass rate; **and** rescinded approval of the program's ongoing admission of three (3) classes of 40 students each year to **replace** graduating students only, effective immediately; **and** required the program to admit no additional classes without prior approval by the full Board; **and** approved the program's admission of a class of 40 students commencing on May 31, 2016, and graduating on July 30, 2017, to **replace** students scheduled to graduate in May 2016; **and** required the director's to submit, under penalty of perjury, the names of all enrolled students, date of admission, placement in the curriculum, and expected date of graduation within 15 days of the commencement of a class; **and** required the program to submit a report to the Board no later than seven (7) months, but no later than **December 1, 2016**, and twenty – one (21) months, but no later than **November 1, 2017**. The report must include a comprehensive analysis of the program, specific actions taken to improve program pass rates, timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis.
  - a. Admission Criteria.
  - b. Screening and Selection Criteria.
  - c. Terminal Objectives.
  - d. Curriculum Objectives.
  - e. Instructional Plan.
  - f. Theory and Clinical Objectives for Each Course.
  - g. Lesson Plans for Each Course.
  - h. Textbooks.
  - i. Attendance Policy.
  - j. Remediation Policy.
  - k. Evaluations of Theory and Clinical Faculty.

- I. Evaluations of Theory Presentations.
- m. Evaluations of Clinical Rotations and Their Correlation to Theory Presentations.
- n. Evaluation of Student Achievement.
- o. Current Enrollment

Additionally, the program is required to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professionals Code, section 2880, and Article 5 of the Board's Regulations, commencing at California Code of Regulations, Title 16, section 2526; **and** required the program to demonstrate incremental progress in correcting the violations. If the program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the program's approval. The Board placed the program on the Board's **May 2018** agenda for reconsideration of provisional approval.

- On January 23, 2017, the Board approved the following recommendations:
  - a. Approve the North-West College Pomona Vocational Nursing Program's curriculum revisions to include **1740** total program hours, including **580** theory hours and **1160** clinical hours.
  - b. Deny the admission of one (1) **full – time class** of **40** students on **February 13, 2017**, graduating **May 15, 2018**, to **replace** the class that will graduate **February 15, 2017**.
  - c. Approve the admission of one (1) **full – time class** of **24** students on **February 13, 2017**, graduating **May 15, 2018**, to **replace** the class that will graduate **February 15, 2017**.
  - d. Continue to require the program to obtain Board approval prior to the admission of each class.
  - e. Require the program to provide no less than one (1) instructor for every ten (10) students in clinical experiences.
  - f. Continue to require the director to document that adequate resources, i.e. faculty and facilities, are available to support each admitted class of students.
  - g. Continue to require the program to bring its average annual pass rate to no more than (10) ten percentage points below the State average annual pass rate.
  - h. Continue to require the director to submit, under penalty of perjury, the names of all enrolled students, date of admission, placement in the curriculum, and expected date of graduation within 15 days of the commencement of a class.
  - i. Continue to require the program to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and

Professionals Code, section 2880, and Article 5 of the Board's Regulations, commencing at California Code of Regulations, Title 16, section 2526.

- j. Continue to require the program to demonstrate incremental progress in correcting the violations. If the program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the program's approval.
  - k. Continue to require the program to submit a report to the Board no later than **November 1, 2017**. The report must include a comprehensive analysis of the program, specific actions taken to improve program pass rates, timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis.
    - a. Admission Criteria.
    - b. Screening and Selection Criteria.
    - c. Terminal Objectives.
    - d. Curriculum Objectives.
    - e. Instructional Plan.
    - f. Theory and Clinical Objectives for Each Course.
    - g. Lesson Plans for Each Course.
    - h. Textbooks.
    - i. Attendance Policy.
    - j. Remediation Policy.
    - k. Evaluations of Theory and Clinical Faculty.
    - l. Evaluations of Theory Presentations.
    - m. Evaluations of Clinical Rotations and Their Correlation to Theory Presentations.
    - n. Evaluation of Student Achievement.
    - o. Current Enrollment
  - l. Place the program on the Board's **May 2018** agenda for reconsideration of provisional approval.
- On November 6, 2017, the Board approved the following recommendations:
    - Approve the admission of one (1) full – time class of **thirty (30)** students on **December 4, 2017**, graduating **April 23, 2019**, to **replace** the class that graduated on **August 21, 2017**.
    - Continue to require the program to provide no less than one (1) instructor for every ten (10) students in clinical experiences.
    - Continue to require the director to document that adequate resources, i.e. faculty and facilities, are available to support each admitted class of students.
    - Continue the program's requirement to maintain an average annual pass rate that is compliant with Section 2530 (l) of the Vocational Nursing Rules and Regulations.
    - Continue to require the director to submit, under penalty of perjury, the names of all enrolled students, date of admission, placement in the curriculum, and

- expected date of graduation within 15 days of the commencement of a class.
- Continue to require the program to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code, section 2880, and Article 5 of the Board's Regulations, commencing at California Code of Regulations, Title 16, section 2526.
  - Continue to require the program to demonstrate incremental progress in correcting the violations. If the program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the program's approval.
- On December 1, 2017, the program director informed the Nursing Education Consultant that the December 4<sup>th</sup> cohort would start on January 22, 2018 and graduated on June 14, 2019.